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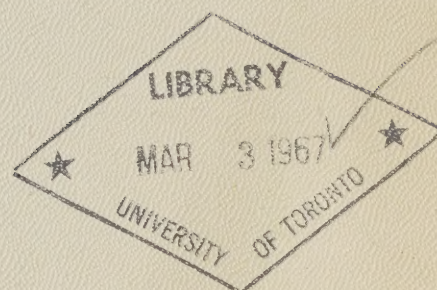
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# LABOUR MOBILITY

an annotated bibliography



PROVINCE OF ONTARIO

Office of the Chief Economist  
Department of Economics and Development

*Economic analysis branch*





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# LABOUR MOBILITY

an annotated bibliography

Economic Analysis Branch

Office of the Chief Economist

Ontario Department of Economics and Development

November 1966






## FOREWORD

This bibliography has been compiled from a number of sources - other bibliographies, library catalogues and publication lists. A brief note on the main theme of each article or book has been made.

We wish to thank Mr. G.W. Wilson, Librarian, Department of Labour, Ottawa, for making available to us his selected bibliography in this field. We also wish to give special thanks to Mr. S. Bene of our library for his assistance in locating the publications needed.



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## INTRODUCTION

The articles and publications in this bibliography are listed alphabetically by author or name of publication. Each article or publication is numbered. The field is then divided into fourteen categories (A. to N.) and the numbers of the articles or publications dealing with these subject categories are listed under the relevant heading(s).

The fourteen category lists are at the front of the book and these are followed by the numerical and alphabetical listings complete with annotations.

We intend to keep this publication up to date by publishing an annual or biennial supplement.







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1. Aas, Dagfinn and Pihlblad, C.T. "Residential and Occupational Mobility in an Area of Rapid Industrialization in Norway," American Sociological Review, June 1960, pp. 369-375. Contains statistical tables and a map.

The paper compares persons of the same age at different points of time who are classified with respect to specific residential categories or engaged in specific occupations, thereby measuring the influence of these on mobility. The paper also compares the proportion of persons of different ages at the same points of time, reflecting the influence of age.

2. "Active Manpower Policy," International Trade Union Seminar, Vienna, September 17-20, 1963. Organization for Economic Cooperation and Development, Paris, 1964, 172 pp. Contains statistical tables.

An active manpower program strives to promote the full utilization of the nation's major resource, its people, in a manner which helps individuals to fulfil their maximum potential through optimum placement in the production system. It provides a dynamic perspective for the formulation of the nation's economic and social policies and for the orientation of its manpower programs, services and institutions.

3. Adams, Leonard P. and Aronson, Robert L. Workers and Industrial Change (W.F. Humphrey Press Inc., Geneva, New York, 1957). 209 pp. Contains statistical tables and sampling questionnaires.

In June 1949 the International Harvester Company announced a shutdown of its works in Auburn, New York. International Harvester was the area's main employer and the closure affected about 1800 people. This book presents a case study of the problems faced by the Auburn community in grappling with the after-effects of a major disruption in its economic life. Included are comments on the sampling methodology as well as the actual interviewing schedule and questionnaires.

4. Aronson, Robert L. and Adams, Leonard P. Workers and Industrial Change (W.F. Humphrey Press Inc., Geneva, New York, 1957). 209 pp. Contains statistical tables and sampling questionnaires.

See #3.

5. Bakke, E. Wight. A Positive Labor Market Policy (Charles E. Merrill Books, Inc., Columbus, Ohio, 1963). 225 pp. Contains one statistical table.

This book is concerned with the premises that underlie decision-making on policy and program in the operation and development of the Employment and Manpower Services.

6. Bancroft, Gertrude and Garfinkle, Stuart. "Job Mobility in 1961," Monthly Labor Review, August 1963, pp. 897-907. Contains statistical tables and charts.

The extent of job changing and the reasons for change were examined in the national survey concerning the year 1961, which also provided the basis for comparison with a 1955 survey, the only previous one covering the entire labour force. During 1961, some 8 million workers - 10% of the number who worked - shifted from one employer to another, some within the same community, some to distant states. There is no clear evidence, therefore, that this type of mobility has been significantly reduced.

7. Behman, Sara. "Labor Mobility, Increasing Labor Demand and Money Wage-Rate Increases in United States Manufacturing," Review of Economic Studies, October 1963, pp. 253-266. Contains a chart and graphs.

This article explains the post-World War II increase in money wage-rates within a framework developed to answer the following question: Why should the expansion of output in certain sectors lead to a general increase in straight-time average hourly earnings (money wage-rates) even though the economy may not be at the full employment level? The article attempts to show that if labour market operation is viewed in dynamic terms, then increasing labour demand and its impact on labour mobility can provide a satisfactory explanation for the money wage-rate increases during the period surveyed.

8. Borus, Michael E. "A Benefit-Cost Analysis of the Economic Effectiveness of Retraining the Unemployed," Yale Economic Essays, Fall 1964, pp. 371-429. Contains statistical tables.

The study is based on data gathered in interviews with 373 Connecticut workers who were involved in retraining courses. The study finds that the benefits of retraining are considerably greater than the costs. In addition, the government's and the economy's benefit-cost ratios for the program are much greater than the individual worker's ratio. Consequently, it is concluded that the government should continue to sponsor the courses.

9. Brainerd, Carol P., Herman, Mary W., Wilcock, Richard C., Palmer, Gladys L., Parnes, Herbert S. The Reluctant Job Changer (University of Pennsylvania Press, 1962). 225 pp. Deals mainly with the United States. Occupational and geographic mobility are studied. Statistical tables included.

This is a study of factors that keep men in jobs or occupations. This is the central theme of four studies that interpret workers' attitudes toward changing jobs in the light of their work experience as well as their expectations for the future (includes a case study of Philadelphia Toolmakers, the Springfield Study and the Columbus Study which has to do with pension plans). Attitudes toward the employer and the occupation were checked against work histories. Effects of private pension plans and of the search for security on job changes were also investigated.



10. Breed, Warren. "Occupational Mobility and Suicide Amongst White Males," American Sociological Review, April 1963, pp. 179-188. Contains statistical tables.

Interviews were conducted concerning 103 white male suicides between the ages of 20 and 60 in New Orleans. The men were troubled by lower economic and social status resulting from unemployment or employment in jobs with less prestige than those they had formerly held.

11. Bressley, Marvin, Westoff, Charles F., Sagi, Philip C. "The Concept of Social Mobility: An Empirical Inquiry," American Sociological Review, June 1960, pp. 375-385. Contains statistical tables.

The most general implication of this paper is that "social mobility" is a complex, a multi-dimensional complex consisting of an indeterminate but considerable number of components. Twenty-two variables presumably measuring various aspects of social movement are considered.

12. Buch, Cecil M. and Gertz, J. Blake. "Occupational Unemployment in Greater Windsor," (Mimeo) report, Greater Windsor Industrial Commission, August 15, 1964, 118 pp.

Training and retraining programs are important if the high proportion of the unemployed in the unskilled and service classifications are to gain employment.

13. Canada Department of Labour. Prepared by the Information Branch for the Technical and Vocational Training Branch. A Modern Concept of Apprenticeship (Queen's Printer, Ottawa, 1957). 15 pp. Contains one statistical table.

This article deals with apprenticeship in Alberta. In the past apprenticeship involved spending a certain amount of time with an employer. Today in Canada, journeyman status is prepared for by both school and "on-the-job" training and is achieved when definite standards of practical skill and theoretical knowledge have been demonstrated.

14. Canada Department of Labour. Prepared by the Economics and Research Branch. The Migration of Professional Workers Into and Out of Canada (Queen's Printer, Ottawa, October 1961). 48 pp. Includes statistical tables and discusses geographic mobility.

This is a study of the gains of professional personnel through immigration to Canada and the losses of professional personnel through emigration to the United States.

15. Canada Department of Labour. Research Program on the Training of Skilled Manpower. Occupational Trends in Canada, 1931-1961 (Queen's Printer, Ottawa, September 1963). 64 pp. Contains statistical tables and charts.

This pamphlet presents comparable data on changes in the occupational structure of the labour force for the two periods, 1931-1961, and 1951-1961.

16. Canada Department of Labour. Prepared by the Information Branch for the Technical and Vocational Training Branch. The Quebec Answer to the Problem of Apprenticeship (Queen's Printer, Ottawa, 1956). 15 pp. Contains statistical tables.

Employers, organized labour and government officials all seem to appreciate the value of progressive training methods which will accelerate the production of skilled and semi-skilled workers, and at the same time provide opportunities for the youth of the province to prepare themselves for Quebec's expanding industries.

17. Canada Department of Labour. Prepared by the Economics and Research Branch. Training and Recruitment of Skilled Tradesmen in Selected Industries in Canada, 1951-1956 (Queen's Printer, Ottawa, June 1957). 32 pp. Contains statistical tables and charts.

This report contains overall statistics on the extent of organized trade training in selected Canadian industries. Both apprenticeship and non-apprenticeship training programs are considered.

18. Canadian Labour Congress. "Labour Mobility," Royal Commission on Canada's Economic Prospects (Queen's Printer, Ottawa, September 1956). 11 pp.

This study considers ways of making the industrial worker mobile. It points out, however, that immobility contributes to good citizenship through continued membership in the same church and the same community.

19. Clark, Robert L. "The Adjustment of Patterns of Utilization to the Requirements of High Employment and of Full Mobilization," Proceedings of Fifth Annual Meeting of the Industrial Relations Research Association, 1952, pp. 199-205.

There are three parts to utilization discussed in this article: Utilization which requires national planning and action, as for example, the allocation of contracts with full recognition of the available labour supply; utilization which requires community action, such as the provision of housing and community services; and finally, utilization within the plant or establishment itself.



20. Crispo, John H.G. At the McGill University Fifteenth Annual Industrial Relations Conference, June 8 and 9, 1964. Meeting Canada's Manpower Challenge: Some Education and Training Implications (Eagle Publishing Co. Ltd., Montreal). pp. 55-72.

To the extent that Canada's present or future unemployment is due to misdirected investment in our human resources, this paper is directed to the problem at hand. The trend is in the direction of workers changing occupations two or three times during their working life. Counselling facilities are vital. This article discusses upgrading, training and retraining the current labour force.

21. Crispo, John H.G. "Organized Labour and National Planning in Canada," (Mimeo) paper presented at the Annual Meeting of the Canadian Political Science Association, Charlottetown, June 1964.

This is a study of the nature and implications of National Planning, especially in terms of its potential effects upon the role of trade unionism and collective bargaining.

22. Crockett, Harry J., Jr. "The Achievement Motive and Differential Occupational Mobility in the United States," American Sociological Review, April 1962, pp. 191-204. Contains statistical tables.

This study examines the influence of strength of achievement motive on intergenerational occupational mobility in the United States. The results indicate the fruitfulness of considering personality variables in conjunction with social structural variables in the study of occupational mobility.

23. Crockett, Harry J., Jr. and Jackson, Elton F. "Occupational Mobility in the United States. A Point Estimate and Trend Comparison," American Sociological Review, February 1964, pp. 5-15. Contains statistical tables.

Analysis of data from a national sample survey conducted in 1957 and comparisons of these data with the findings of earlier national sample studies suggest that the current rate of occupational mobility in the United States includes a considerable amount of circulation not attributable to structural conditions, making the mobility rate closer to that of a system of full equality of opportunity than to a system of maximum stability; the rate of occupational movement has increased somewhat (or, conservatively, not decreased) since the end of World War II.

24. Crysdale, Stewart. Social Effects of a Factory Relocation. A Case Study of Social and Political Consequences of Job Displacement by the Religion-Labour Council of Canada and the United Steelworkers of America, Toronto, 1965. Contains statistical tables.

This is a pioneering case study of how blue and white collar workers adapted to new social situations when their factory moved. Enquiry into their experience over a four-year period shows that adaptation to job displacement is related in a very complex way to community relations and political attitudes.

25. Denton, F.T. "The Supply of Labour," Economics: Canada (McGraw-Hill Company of Canada, Ltd., Toronto, 1963). pp. 245-250.  
Edited by M.H. Watkins and D.F. Forster. Contains one statistical table.

This article discusses the labour force since 1950, actually the period between 1950 and 1960, and the next five-year period from 1960 to 1965. The article outlines the participation rates of various groups in the population in the 1950-1960 period and the problem of enough jobs for the labour force of 1960-1965.

26. Dominion Bureau of Statistics. "Inter-Industry Labour Mobility, 1956-1960," Canadian Statistical Review, January 1962, 3 pp.  
Contains statistical tables.

This article is concerned entirely with job changes involving moves between industries, i.e. industrial mobility.

27. Dominion Bureau of Statistics. "Inter-Occupational Mobility, 1956-1960," Canadian Statistical Review, February 1962, 3 pp. Contains statistical tables.

This article discusses moves between occupations - broad occupational divisions rather than individual occupations are considered. The divisions, with some exceptions, are the major occupational divisions of the 1951 Census Classification of Occupations.

28. Dominion Bureau of Statistics. "A Study of Labour Mobility Based on Unemployment Insurance Records," Canadian Statistical Review, July 1960, pp. 1-3.

This article is concerned with an experimental study of job changes within the Canadian population covered by unemployment insurance for the years 1952-1956 inclusive.

29. Dominion Bureau of Statistics. "Labour Mobility of Persons Covered by Unemployment Insurance," Canadian Statistical Review, November 1961, 4 pp. Contains statistical tables and charts.

This article is concerned with total mobility which refers to any change of job involving one or more of the following variables - local office area, industry and occupation.

30. Dominion Bureau of Statistics. Education Division in cooperation with the Department of Labour, Economics and Research Branch. Organized in Service Training in Four Major Industries (Catalogue No. 81-525, 1963). 43 pp. Contains statistical tables.

This is the first of a new series designed to determine the extent to which organized on-the-job training has been implemented in Canadian industry.

31. Dominion Bureau of Statistics. "Unemployment as a Factor in Labour Mobility," Canadian Statistical Review, April 1962, 3 pp. Contains statistical tables and a chart.

This article deals with mobility as related to employment and unemployment of insured workers. Total labour mobility is concerned with job changes involving one or more of the three variables--local office area, industry and occupation.

32. Duncan, Beverly. "Dropouts and the Unemployed," The Journal of Political Economy, April 1965, pp. 121-134. Contains statistical tables and a mathematical appendix.

Over the last sixty years fluctuations about the long-term trend toward rising educational attainment for males have coincided with changes in the job market. Since the end of World War II, fluctuations about the trend toward higher rates of school attendance for teenage boys have been coincident with changes in the job market for youth. When jobs are scarce, young men seem to defer leaving school; when jobs are plentiful, the dropout rate accelerates.

There is, then, a curious contradiction in two points of public concern. Joblessness among youth is perceived as "too high". At the same time, the dropout rate among teenage boys is perceived as "too high". These results suggest, however, that a successful policy to reduce unemployment among dropouts might well have the side effect of encouraging boys to drop out of school before high school graduation.

33. Duncan, Otis Dudley and Hodge, Robert W. "Education and Occupational Mobility. A Regression Analysis," The American Journal of Sociology, May 1963, pp. 629-644. Contains statistical tables.

Regression analysis of occupational mobility is made feasible by recent work providing socio-economic status scores for detailed occupations. Data from the Chicago portion of the 1951 Six-City Survey of Labor Mobility reveal correlations of about .3 between respondents' occupational scores and those of their fathers, while respondents' educational attainment has a somewhat greater influence as indicated by correlations of .4 or .5.

Sons of farmers and non-whites were handicapped by comparison with respondents of non-farm origin and whites. Despite rising levels of educational attainment accompanied by decreasing dispersion of number of school years completed, evident in intercohort comparisons, education was no less important in 1950 than in 1940 as a determinant of occupational status.



34. "Dynamics of the Labor Market," Part 5 of Proceedings of Fourth Annual Meeting of the Industrial Relations Research Association, 1951. Panel discussion by E.C. Cain, William Haber and Louis Levine.

E.C. Cain (pp. 128-130) makes recommendations re mobility and labour turnover problems; discusses Schultz's article; discusses Roney's article - suggests coordination of methods between the Employment Security Groups and the Industrial Relations Research Association.

William Haber (pp. 130-132) suggests that the Sociologist and the Social Psychologist have as much to contribute as the Economist has to the explanation of the factors which determine labour market decisions.

Louis Levine (pp. 133-137). The Employment Act of 1946 deals as a matter of national policy with efforts to maximize employment, production and purchasing power. A better understanding of the structure and dynamics of labour markets and the factors which influence the employment process is fundamental to achieving the objective of maximum employment and job stability.

35. Economic Council of Canada First Annual Review. "Labour Market Policy," Economic Goals for Canada to 1970, December 1964, pp. 170-173.

The removal of obstacles to desirable labour mobility is a chief function of labour market policy. Labour mobility shortens periods of unemployment and prevents bottlenecks in times of high demand.

36. Edmonds, J.K. "Canadians Too Stable for Their Own Good?" Financial Post, July 9, 1960, p. 31.

Samuelson and Solon point out that any governmental policy which increases the mobility of labour (geographical and industrial) or improves the flow of information in the labour market will have anti-inflationary effects in addition to being desirable for other reasons.

37. A Survey by the European Coal and Steel Community. "Obstacles to Labour Mobility and Social Problems of Resettlement," International Labour Review, July-December, 1957, pp. 72-83.

The common market may compel some firms or branches of firms to go out of business or switch to some other product. Moreover, the introduction of new technical processes and equipment is liable to lead to a sharp fall in the labour requirements of the coal and steel industries. In either case there may be special difficulties in finding other jobs locally or in the same industry for redundant workers.

A survey was made of the problems of mobility and resettlement as they affect workers in Belgium, France, the Federal Republic of Germany, Italy and the Netherlands. This survey is part of a report summarized by this article. The report contains a mass of information on the economic, social, cultural and psychological factors which hamper internal and international mobility in these countries and on the methods being used to tackle these difficulties.

38. "Employment Forecasting and Manpower Policy in France," International Labour Review, February 1959, pp. 189-203.

The recently published report of the Manpower Committee to the Commissioner-General for State Planning concerning the third plan for the modernisation and economic equipment of France is a typical example of the efforts and progress made since the Second World War to use employment forecasting in order to evolve a manpower policy, technical progress and demographic trends. This article contains a brief outline of the origin of work in this field, followed by a brief summary of the Manpower Committee's report.

39. "Employment Problems in Canadian Hard Rock Mines," Labour Gazette, January-June, 1948, pp. 291-292.

At this time there was a shortage of workers in Canadian hard rock mines. An attempt was made with some success to attract unemployed Montreal workers, farmers and students for work in the mines. The National Employment Service was active in this work. 250 men were transferred at Federal Government expense from Nova Scotia to mines in Ontario and Quebec. Workers were recruited from "displaced persons" camps in Germany for work in the mines. The N.E.S. has attempted to diversify industry in mining communities in order to provide employment for men unsuited for work in the mines.

40. "Employment Transfer of Nova Scotia Residents," Labour Gazette, January-June, 1948, p. 265.

In the autumn of 1947, 2,642 men and women were moved at Federal Government expense from Nova Scotia to jobs in other parts of the country. Also, more than 3,400 workers moved at their own or employers' expense to jobs away from home. 1,200 of these workers were from New Brunswick, 2,200 from Nova Scotia.

41. Fellin, Phillip and Litwak, Eugene. "Neighbourhood Cohesion under Conditions of Mobility," American Sociological Review, June 1963, pp. 364-376. Contains statistical tables.

This paper points out that mobility is not disruptive if groups are structured to deal with it. Several aspects of group structures which minimize the disruptive effects of mobility are suggested.

42. Fine, Sidney A. "A Re-examination of 'Transferability of Skills'," Part I, Monthly Labor Review, July 1957, pp. 803-810.

This article examines some of the difficulties behind the assumptions about transferability of skills that constitute much of manpower thinking.

43. Fine, Sidney A. "A Re-examination of 'Transferability of Skills'," Part II, Monthly Labor Review, August 1957, pp. 938-948.

This article presents a systematic approach to the recognition of transferability per se. This approach is based on current work of the occupational research program of the United States Employment Service (USES). An attempt is also made to construct a model which can be used to quickly and effectively determine the feasibility and practicality of certain transfers. Some applications of the techniques to current manpower problems are also explored.

44. Folk, Hugh. "Effects of Private Pension Plans on Labor Mobility," Monthly Labor Review, March 1963, pp. 285-288. Contains statistical tables.

Mobility is generally considered to be adequate. Therefore, the prevalence of pension plans which in some instances impede mobility cannot be criticized from the point of view of economic policy for reducing mobility below desirable levels.

45. Galloway, Lowell E. "Labor Mobility and Structural Unemployment," American Economic Review, September 1963, pp. 694-716. Contains statistical tables.

The study contends that the labour market is a reasonably efficient allocator of labour between regional sectors of that market. However, there are apparently barriers to the mobility of workers between occupations and industries that are not strictly the product of the opportunity costs involved. Many occupations are hard to enter. Finally, the author concludes that the post-1957 experience in the United States probably represents a classic case of wage-push inflation with its attendant unemployment effects.

46. Garfinkle, Stuart and Bancroft, Gertrude. "Job Mobility in 1961," Monthly Labor Review, August 1963, pp. 897-907.

See #6.

47. Gegan, Vincent F. and Thompson, Samuel H. "Worker Mobility in a Labor Surplus Area," Monthly Labor Review, December 1957, pp. 1451-1456. Contains statistical tables.

This article discusses a study of labour mobility by the Bureau of Labor Statistics of the U.S. Department of Labor. Harrison County, W. Virginia, was studied for the period from the first quarter 1953 through the first quarter 1955. Old-Age and Survivors Insurance records and Unemployment Insurance records were used for information such as age, sex, industry attachment, and industry shifts.



48. "Geographical and Occupational Mobility," International Joint Seminar. Organization for Economic Cooperation and Development, Paris, 1964, 213 pp. Contains a few statistical tables.

This study is the result of representatives of employers' and workers' organizations from 16 member countries meeting to analyze the problems of facilitating adjustment to geographical and occupational changes, to discuss their experiences and to study the type of small program needed in this field.

49. "Geographic and Occupational Mobility," International Joint Seminar. Organization for Economic Cooperation and Development, Paris, 1964, Supplement to the Final Report, 109 pp. Contains statistical tables.

This book is composed of studies covering particular aspects of geographical mobility in cases of company relocation (United States and Sweden) or of occupational mobility (France) or of assistance given by unions to migrating workers (Italy).

50. Gertz, J. Blake and Buch, Cecil M. "Occupational Unemployment in Greater Windsor," (Mimeo) report, Greater Windsor Industrial Commission, August 15, 1964, 118 pp.

See #12.

51. Gillon, W.J., Home, G.R. Helling, R.A. A Survey of Labour Market Conditions, Windsor, Ontario, 1964 (Queen's Printer, Ottawa, 1964). A case study - 34 pp. Contains a few statistical tables.

The study attempts to probe the causes and the impact of unemployment in one local area - Metropolitan Windsor in mid-1964. It attempts also to assess the effectiveness of existing measures designed to alleviate local unemployment and to eliminate its causes.

52. Givens, Meredith B. "Industrial Shifts and Local Labor Markets," Proceedings of the Sixth Annual Meeting of the Industrial Relations Research Association, December 1953, pp. 215-220.

This article discusses industrial shifts and the response to them by local labour markets. The period under analysis is 1939 to 1952, a time of rapid economic change. The paper includes a discussion of some of the local dislocations caused by persistent industrial shifts and the consequent need for offsetting local action.

53. Haber, William., Harbison, Frederick H., Klein, Lawrence R., Palmer, Gladys L., (Editorial Board). Manpower in the United States (Harper & Brothers, New York, 1954). 225 pp. Contains statistical tables.

The intent of this volume is to present some of the manpower problems and policies in a free society and, as an indication of direction and scope, certain of the current findings of research which in time may provide solutions to the problems.

54. Harbison, Frederick H. and Myers, Charles A. Education, Manpower and Economic Growth (McGraw-Hill, Toronto, 1964). 229 pp. Contains statistical tables. Deals with many countries.

This volume analyzes economic, political, and social development from the perspective of the education, training and motivation of human resources. It is a blueprint for action and presents a generalized concept of human resource development which may be used by economic, political, business, education and manpower planners.

55. Harbison, Frederick H., Klein, Lawrence R., Palmer, Gladys L., Haber, William, (Editorial Board). Manpower in the United States (Harper & Brothers, New York, 1954). 225 pp. Contains statistical tables.

See #53.

56. Hartle, Douglas C. "The Characteristics of the Unemployed. Some Implications of the James Report to the Senate Committee on Manpower and Employment," Canadian Journal of Economics and Political Science, 1962, pp. 254-262.

This article discusses a survey by Dr. Warren James. The survey was designed to throw some light on the puzzling question "who are the unemployed?". Hartle discusses the implications of Dr. James' findings for Unemployment Insurance, the Concept of Unemployment and Unemployment Policy.

57. Hartman, Paul T. and Ross, Arthur M. Changing Patterns of Industrial Conflict (John Wiley & Sons Inc., New York, 1960). 220 pp. Contains statistical tables and charts.

This volume analyzes national trends and international differences in strike activity in fifteen countries (Australia, Canada, Denmark, Finland, France, Germany, India, Italy, Japan, the Netherlands, Norway, South Africa, Sweden, United Kingdom and the United States). It endeavours to explain the "withering away of the strike" in most of the countries of Northern Europe. It shows the relation between national patterns of industrial conflict and certain principal features of their industrial relations systems.

58. Helling, R.A., Home, G.R., Gillon, W.J. A Survey of Labour Market Conditions, Windsor, Ontario, 1964 (Queen's Printer, Ottawa, 1964). A case study - 34 pp. Contains a few statistical tables.
- See #51.
59. Heneman, Herbert G., Jr. and others. Employment Relations Research (Harper & Brothers, New York, 1960). 226 pp. Contains a few statistical tables.

This study organizes and collates post-World War II research in industrial relations. It includes chapters on the Labor Force and Labor Markets, Selection and Placement - the Past Ten Years, Employee and Executive Compensation, Public Policy and Dispute Settlement, History and Theory of the Labor Movement and Technological Change and Industrial Relations. The volume emphasizes empirical data gathering and research analysis.

60. Herman, Mary W., Brainerd, Carol P., Wilcock, Richard C., Parnes, Herbert S., Palmer, Gladys L. The Reluctant Job Changer (University of Pennsylvania Press, 1962). 22 pp. Deals mainly with the United States. Occupational and geographic mobility are studied. Statistical tables included.

See #9.

61. Hodge, Robert W. and Duncan, Otis Dudley. "Education and Occupational Mobility. A Regression Analysis," The American Journal of Sociology, May 1963, pp. 629-644. Contains statistical tables.

See #33.

62. Hoffman, Thomas R., Johnson, Alton C., Miljus, Robert C. Who are the "over 45" Unemployed? (University of Wisconsin, School of Commerce, Madison, 1963). pp. 17-22. Contains statistical tables.

Data re Job Attachment were collected for every tenth applicant for employment listed in the active files in August 1962. The number of years worked in their longest jobs and on their last jobs was noted. A much larger proportion of applicants was separated from employment by employer-initiated reasons than by voluntary, employee-initiated ones.



63. Hollister, R.G. "The Economics of Manpower Forecasting," International Labour Review, April 1964, pp. 371-397.

This paper explores how far knowledge of the present occupational distribution of the labour force can be useful for forecasting purposes. The author makes a theoretical analysis of certain aspects of manpower forecasting, in particular of the use of analogy and of the effects of supply factors and technological factors on the occupational distribution of the labour force.

64. Home, G.R., Gillon, W.J., Helling, R.A. A Survey of Labour Market Conditions, Windsor, Ontario, 1964 (Queen's Printer, Ottawa, 1964). A case study - 34 pp.

See #51.

65. "How Mobility is Achieved in Sweden's Working Force," Financial Post, October 12, 1963, p. 71.

Sweden achieves mobility through special removal grants of up to \$400, starting help of \$100 and family and rent allowances. The family and rent allowances last for 9 months. The full family allowance is paid for the first 3 months, two thirds is paid for the next 3 months, and one third is paid for the last 3 months. The rate of family allowance is \$28 per wife or husband and \$9 per child under 16. The rental allowance is \$50 a month.

66. International Labour Office. "Labour Mobility, Regional Planning and Training," Employment Objectives in Economic Development, Geneva, 1961, pp. 103-117. Summary - pp. 11-12. Contains one statistical table.

This section discusses horizontal mobility, the regional location of industry, vertical mobility, and social and institutional barriers to mobility.

67. International Labour Office. Unemployment and Structural Change (La Tribune de Genève, Geneva, 1962). 206 pp. Contains statistical tables.

All economies have continually to adapt themselves to changes in the conditions of demand for, and supply of, different goods and services - in brief to structural changes. This study is concerned with certain problems of adaptation in the form in which they arise in industrially advanced countries where the system of private enterprise prevails.

68. Isard, Walter. "The Economic Consequences of the Changing Geography of American Industry," Proceedings of the Sixth Annual Meeting of the Industrial Relations Research Association, 1953. pp. 221-225.

The "hard" spots in a future peacetime economy are likely to be the states bordering the Pacific and Gulf Coasts and their satellites. The "soft" spots are likely to include New England, the Pittsburg region, the Detroit region, and other selected areas in the East North Central States.

69. "Italian Agricultural Emigration to France," International Labour Review, January 1949, Volume 59, pp. 80-84.

The article discusses the financial problems of migrants and the governmental "red tape" with which they have to cope.

70. Jackson, Elton F. and Crockett, Harry J., Jr. "Occupational Mobility in the United States. A Point Estimate and Trend Comparison," American Sociological Review, February 1964, pp. 5-15. Contains statistical tables.

See #23.

71. James, Ralph C. "Labor Mobility, Unemployment and Economic Change. An Indian Case," Journal of Political Economy, December 1959, pp. 454-559. Contains statistical tables.

This article analyzes the emergence of institutional barriers to mobility surrounding the more than two hundred thousand workers in the approximately fifty-five cotton textile mills of Bombay City. The article focuses on intra-urban barriers to labour mobility in an economy characterized by chronic labour surplus.

72. de Jocas, Yves and Rocher, Guy. "Inter-Generation Occupational Mobility in the Province of Quebec," Canadian Journal of Economics and Political Science, February 1957, pp. 57-68. Contains statistical tables.

This study endeavours to ascertain the extent to which occupation is transmitted from father to son, and the occupational transfers that occur when sons do not follow their fathers' occupations.

73. Johnson, Alton C. and Miljus, Robert C. "Multi-Employee Pensions and Labor Mobility," Harvard Business Review, September-October, 1963, pp. 147-161.

Labour mobility is desirable. Pension coverage is desirable. But the two work against each other. Whether "portable" pensions can resolve the dilemma is the subject matter of this article.

74. Johnson, Alton C., Miljus, Robert C., Hoffman, Thomas R. Who are the "over 45" Unemployed? (University of Wisconsin, School of Commerce, Madison, 1963). pp. 17-22. Contains statistical tables.

See #62.

75. Johnson, Harry G. At the McGill University Fifteenth Annual Industrial Relations Conference, June 8 and 9, 1964. Employment Theory and Public Policy in the North American Context (Eagle Publishing Co., Ltd., Montreal). pp. 93-113.

This article presents a brief historical survey of the development of the theory of employment and public policy, and gives a summary account of current ideas on this subject with specific reference to current North American problems and the North American situation.

76. Johnston, Doris F. "Educational Attainment of Workers, March 1964," Monthly Labor Review, May 1965, pp. 517-527. Contains statistical tables and a chart.

This article is an account of the educational level of American workers as reported in March 1964, together with a description of post-war trends in their education in relation to their employment status and occupational distribution. The report includes some analysis of the relation between education and labour force participation and between education and income.

77. Klein, Lawrence R., Palmer, Gladys L., Haber, William, Harbison, Frederick H. (Editorial Board). Manpower in the United States (Harper & Brothers, New York, 1954). 225 pp. Contains statistical tables.

See #53.

78. Klein, Philip A. Financial Adjustments to Unemployment (Columbia University Press, New York, 1965). 76 pp. Contains statistical tables.

This study analyzes the influence on financial adjustments to unemployment of such factors as duration of the out-of-work period, magnitude of weekly income loss during unemployment, asset and debt position of the household at the time unemployment strikes, and the effects of a variety of demographic and other factors on both aggregate and specific adjustments.



79. Kubat, Daniel. "Social Mobility in Czechoslovakia," American Sociological Review, April 1963, pp. 203-212. Contains statistical tables.

The regime's disapproval of success symbols is a direct deterrent to social mobility. This disapproval is implemented by an equalization of wages. Absence of the cumulative effect of private property makes education the only viable channel to upward mobility. However, the educational system indirectly discourages the working-class youth from utilizing the available opportunities.

80. "Labour Market Policy in Sweden," Organization for Economic Cooperation and Development, Paris, 1963, 72 pp. Contains a few statistical tables. Discusses both geographic and occupational mobility.

This book discusses the role of government agencies at various levels in the employment field. A solution to the problem of full employment throughout the business cycle is sought and the means used in Sweden to attain these ends are discussed.

81. Lannes, Xavier. "International Mobility of Manpower in Western Europe," International Labour Review, January 1956, Part I - pp. 1-24, Part II - pp. 135-151.

Less stress is placed on the law and on the position of the overpopulated countries than on the economic and psychological factors that underline political action and general trends in the employment situation in Europe that affect the whole of the migration problem.

82. Lebergott, Stanley. "Long-Term Factors in Labor Mobility and Unemployment," Monthly Labor Review, August 1959, pp. 876-881.

This article discusses the following factors which limit mobility: the American home, motherhood, education, the ending of large-scale immigration, personnel work, the family farm program, the defence program and the search for security.

83. Levitan, Sar A. "Aiding Mobility of Labor and Channeling of Industry," Federal Manpower Policies and Programs to Combat Unemployment (The W.E. Upjohn Institute for Employment Research, Kalamazoo, Michigan, February 1964). pp. 32-33.

Frequently, job skills which are obsolescent or in over supply in one area might be in short supply in a different labour market area. This article discusses what the U.S. government has done about the problem. The government has tried to create jobs where unemployed people were located. It hasn't done much to relocate workers.

84. Lipsett, S.M. and Malm, F.J. "First Jobs and Career Patterns," American Journal of Economics and Sociology, April 1955, pp. 247-261. Contains statistical tables.

When the influence of education, father's occupation, and first job held is constant, then the first job is clearly the most important predictor among the factors analyzed here as affecting present occupational position.

85. Litwak, Eugene. "Geographic Mobility and Extended Family Cohesion," American Sociological Review, June 1960, pp. 385-394. Contains statistical tables.

The hypothesis is advanced that extended family relations can be maintained in an industrial bureaucratized society despite differential rates of geographic mobility. In support of this view, data are presented from a survey of 920 wives in the Buffalo urban area.

86. Litwak, Eugene and Fellin, Phillip. "Neighbourhood Cohesion under Conditions of Mobility," American Sociological Review, June 1963, pp. 364-376. Contains statistical tables.

See #41.

87. Litwak, Eugene. "Occupational Mobility and Extended Family Cohesion," American Sociological Review, February 1960, pp. 9-12. Contains statistical tables.

Parsons' hypothesis that extended family relations are antithetical to democratic industrial societies because they are not consonant with occupational mobility is questioned. An empirical study of visiting patterns is reported in support of this hypothesis.

88. MacEachen, Allan J. Minister of Labour, Canada. At the McGill University Fifteenth Annual Industrial Relations Conference, June 8 and 9, 1964. Government Manpower and Employment Policy in Canada (Eagle Publishing Co., Ltd., Montreal). pp. 80-92. Contains one set of statistical tables.

Government employment policy reduces unemployment in the winter and thus reduces mobility. "Man does not live by bread alone."

- (a) Vocational and technical training of youth
- (b) The adjustment of adult manpower to technological and economic change
- (c) An efficiently functioning labour market
- (d) The disadvantaged groups
- (e) Regional Policy.

89. Madge, Helen. Assisted by J. Burkus and R. Kogler. Prepared by the Ontario Department of Economics and Development, Economics Branch. Population and Labour Force Projections for the Economic Regions of Ontario, 1961-1986, December 1964. Contains statistical tables and discusses geographic mobility.

This book discusses Ontario Population Projections, 1961 to 1986, and Ontario Labour Force Projections, 1961 to 1986. The author carefully outlines the assumptions on which these projections are based.

90. Malm, F.J. and Lipsett, S.M. "First Jobs and Career Patterns," American Journal of Economics and Sociology, April 1955, pp. 247-261. Contains statistical tables.

See #84.

91. Manor, Stella P. "Geographic Changes in U.S. Employment from 1950 to 1960," Monthly Labor Review, January 1963, pp. 1-10. Contains statistical tables, a map and a chart.

This article discusses the effect of geographic differences in the growth of employment on the distribution of occupational groups among the regions and states and the resulting changes in regional occupational profiles.

92. Marsh, Robert M. "Values, Demand and Social Mobility," American Sociological Review, August 1963, pp. 565-575. Contains statistical tables.

This article suggests that the greater "openness" of industrial societies may be due almost wholly to sheer quantitative occupational demand, rather than to values and norms of a universalistic achievement type.

93. Meltz, Noah M. Prepared by the Canada Department of Labour, Economics and Research Branch. Changes in the Occupational Composition of the Canadian Labour Force, 1931-1961 (Queen's Printer, Ottawa, March 1965). 136 pp. Contains statistical tables and charts.

This study presents an empirical analysis of the major economic factors which underlie the changes in the occupational composition of the Canadian labour force.

94. Metzger, L. Paul and Philbrook, Thomas V. New Brunswick Department of Labour. Sociological Factors Influencing Labour Mobility, December 1964, 70 pp. A pilot study of two sub-regions of New Brunswick.

The nature of community life in the two areas studied, Mactaquac and Minto, is one of the major obstacles to the development of a mobile work force.



95. "Migration and Economic Development," International Labour Review, August 1950, pp. 91-115. At the Preliminary Migration Conference, Geneva, April-May, 1950.

For the first time an international gathering, representing some thirty governments and about ten international organizations, drew up a systematic compendium of advice on each of the essential factors in the organization of migration.

96. Miljus, Robert C. and Johnson, Alton C. "Multi-Employer Pensions and Labor Mobility," Harvard Business Review, September-October, 1963.

See #73.

97. Miljus, Robert C., Johnson, Alton C., Hoffman, Thomas R. Who are the "over 45" Unemployed? (University of Wisconsin, School of Commerce, Madison, 1963). pp. 17-22. Contains statistical tables.

See #62.

98. Myers, Charles A. and Harbison, Frederick H. Education, Manpower and Economic Growth (McGraw-Hill, Toronto, 1964). 229 pp. Contains statistical tables. Deals with many countries.

See #54.

99. Netter, Francis. "Social Security for Migrant Workers," International Labour Review, January 1963, pp. 31-50.

The need to find a full and equitable solution to the problem of social security for migrant workers has been growing more and more acute. There is a danger that the advances made in the social legislation of one country might end up by being a hindrance to the free movement of workers.

100. Nininger, J.R. under the direction of F.W.P. Jones. A Survey of Changing Employment Patterns at the Lakehead Cities of Port Arthur and Fort William (University of Western Ontario, London, Ontario, December 1964). 65 pp. Geographic mobility is discussed.

This study is an attempt to gain more insight into the problems of unemployment in the area and to determine the personal skill characteristics of the unemployed. The changing patterns of the demand for labour in the area are investigated.

101. Ogden, Marian. "Mixed Federal-Provincial Crew is Best to Start Our Pension Train Highballing," Financial Post, October 12, 1963, p. 11.

A national pension scheme implies portability which promotes mobility. One thing seems clear. If Ottawa goes ahead with its Canada Pension Plan, it will go without Quebec.

102. Ostry, Sylvia and Woods, H.D. Labour Policy and Labour Economics in Canada (Macmillan of Canada, Toronto, 1962). 534 pp.

Part I concentrates on public-policy issues and practice in collective bargaining in Canada. Part II deals largely with wage-structure analysis and labour supply. A concluding chapter gives some observations on the future of labour in the Canadian economy.

103. Palmer, Gladys Louise. Labor Mobility in Six Cities (Social Science Research Council, New York, 1954). Discusses occupational and geographic mobility.

This is a study of the ten-year work histories of workers in six American cities, all 25 years of age or over in January 1951. It is the movement of these workers between jobs which is under discussion.

104. Palmer, Gladys L., Haber, William; Harbison, Frederick H., Klein, Lawrence R. (Editorial Board). Manpower in the United States (Harper & Brothers, New York, 1954). 225 pp. Contains statistical tables.

See #53.

105. Palmer, Gladys L., Parnes, Herbert S., Wilcock, Richard C., Herman, Mary W., Brainerd, Carol P. The Reluctant Job Changer (University of Pennsylvania Press, 1962). 225 pp. Deals mainly with the United States. Occupational and geographic mobility are studied. Statistical tables included.

See #9.

106. Parai, Louis. Immigration and Emigration of Professional and Skilled Manpower During the Post-War Period (Queen's Printer, Ottawa, June 1965). Prepared for the Economic Council of Canada. Contains statistical tables and charts.

The purpose of this study is limited to that of analyzing the available migration statistics to indicate the effects of post-war immigration and emigration on the stock of professional and skilled manpower in Canada.

107. Parnes, H.S. The Labor Force and Labor Markets (Harper & Brothers, New York, 1960). pp. 1-42. Discusses geographic mobility.

The volume and characteristics of labour mobility: The general picture that emerges is the coexistence of a great amount of flexibility and a considerable degree of stability in job attachments. Most job movement has always been attributed to young and less settled workers.

The correlates of mobility: Those investigated account for only a small proportion of total variation in mobility.

Trade Unionism and labour mobility: The spread of unionism is a factor accounting for the decline in recent years in the number of workers quitting their jobs.

108. Parnes, Herbert S., Palmer, Gladys L., Wilcock, Richard C., Herman, Mary W., Brainerd, Carol P. The Reluctant Job Changer (University of Pennsylvania Press, 1962). 225 pp. Deals mainly with the United States. Occupational and geographic mobility are studied. Statistical tables included.

See #9.

109. Paukert, F. "The Interdependence of High Level Manpower Planning and Economic Planning," International Labour Review, April 1964, pp. 339-352. Contains one statistical table.

After discussing certain elements common to economic and high level manpower planning the author examines various methods of reconciling the two types of planning. Two methods, based respectively on step-by-step solution and on analogy with other countries are suggested.

110. Peitchinis, Stephen G. "Employment and Wages in Canada," The Economics of Labour (McGraw-Hill Co. of Canada, Ltd., Toronto, June 1965). Chapter 1 - The Mobility of Labour, pp. 3-32. Contains charts and tables. Discusses geographic mobility.

The author discusses types of mobility, wages and mobility, how much mobility, age, marital status, skill and mobility, factors bearing on mobility - a case study, mobility and the state of the economy, mobility and economic growth, unions and labour mobility, and mobility and unemployment insurance.

111. Perrucci, Robert. "The Significance of Intra-Occupational Mobility: Some Methodological and Theoretical Notes, together with a Case Study of Engineers," American Sociological Review, December 1961, pp. 874-883. Contains statistical tables.

A time-competitive sample of engineers was analyzed to determine the effect of social economic origins upon the relative prestige of one's job position in the professional category, and to make a trend statement as to the relative "openness" or rigidity of the American social structure.



112. Philbrook, Thomas V. and Metzger, L. Paul. New Brunswick Department of Labour. Sociological Factors Influencing Labour Mobility, December 1964, 70 pp. A pilot study of two sub-regions of New Brunswick.

See #94.

113. Pihlblad, C.T. and Aas, Dagfinn. "Residential and Occupational Mobility in an Area of Rapid Industrialization in Norway," American Sociological Review, June 1960, pp. 369-375. Contains statistical tables and a map.

See #1.

114. Raimon, Robert L. "Labor Mobility and Wage Inflexibility," American Economic Review, May 1964, pp. 133-144.

The question arises as to what extent economic analysis, newly expanded to embrace investment in training and in migration, may be able to throw light on the possibilities of offsetting by means of such investments, the mischief that insufficient wage flexibility imparts to the labour market and the economy.

115. "Recent Developments in the Clearance of Manpower between Western European Countries," International Labour Review, February 1959, pp. 173-188.

In the last ten years there has been a marked increase in the mobility of workers between certain countries of Western Europe. This study deals with the various administrative arrangements which have come into existence to facilitate or channel this mobility. For example: (1) A scheme for the exchange of workers came into operation in July 1956 among member countries of the Brussels Treaty Organisation (Belgium, France, Luxembourg, the Netherlands and the United Kingdom). (2) An agreement between Denmark, Finland, Norway and Sweden respecting a common employment market came into operation on July 1, 1954. (3) The Benelux clearance arrangements concern Belgium, the Netherlands and Luxembourg. (4) European Coal and Steel Community clearance arrangements are between the Federal Republic of Germany, Italy, Luxembourg, the Netherlands, France and Belgium.

116. Reiss, Albert J., Jr. "Occupational Mobility of Professional Workers," American Sociological Review, December 1955, pp. 693-700. Contains statistical tables.

The findings of this study point to the need to examine the various kinds of barriers to entry and movement within professional status groups. There appear to be significant barriers which can be related to mobility differentials.

117. Reynolds, Lloyd G. and Shister, Joseph. Job Horizons (Harper & Brothers, New York, 1949). 102 pp. Contains statistical tables.

This report presents evidence on those causes of labor mobility or immobility which reside in the worker's own judgement of the advantages to him of retaining or changing his job.

118. Rocher, Guy and de Jocas, Yves. "Inter-Generation Occupational Mobility in the Province of Quebec," Canadian Journal of Economics and Political Science, February 1957, pp. 57-68. Contains statistical tables.

See #72.

119. Roney, D.H. "Administrative Implications of Mobility in the Labor Force," Proceedings of Fourth Annual Meeting of the Industrial Relations Research Association, 1951. pp. 119-128. Discusses geographic mobility.

The fact that a free work force is a mobile work force inevitably raises many administrative and public policy problems for certain agencies of government.

The employment service should not be judged by the number of "easy" jobs it does; rather it should be judged by how well it does the difficult ones. Administrative applications of our knowledge about labour mobility cover all aspects of work in operating an employment security system.

The revamping of our unemployment insurance laws must recognize and take into account differences in mobility.

More and more administrators are now attempting to adjust to a budget cut by reducing the volume of work to be undertaken, rather than by lowering its quality. The decisions tailoring the workload to fit the budget, if they are to be workable, must be related to the needs of job seekers for the services of a public employment exchange.

120. Ross, Arthur M. and Hartman, Paul T. Changing Patterns of Industrial Conflict (John Wiley & Sons Inc., New York, 1960). 220 pp. Contains statistical tables and charts.

See #57.

121. Ross, Arthur M. "Do We Have a New Industrial Feudalism?" American Economic Review, December 1958, pp. 903-920. Contains statistical tables and graphs.

It is important to examine the proposition that our labour force is being immobilized by the attractions of seniority and negotiated fringe benefits. This article concludes that the weight of evidence is strongly to the contrary.

122. Ross, Arthur M. Trade Union Wage Policy (University of California Press, Berkeley and Los Angeles, 1948). 133 pp. Contains statistical tables.

This monograph examines the wage policies of trade unions. It views the decisions as seen by the union leaders at the time they are making them. This leads to a concentration on the political pressures which converge on the union leader.

123. Royal Commission on Canada's Economic Prospects. Skilled and Professional Manpower in Canada, 1945-1965 (Queen's Printer, Ottawa, July 1957). 106 pp. Contains statistical tables and charts.

This study points out the importance of an adequate supply of skilled and professional personnel in the development and progress of the Canadian economy.

124. Saben, Samuel. "Geographic Mobility and Employment Status," Monthly Labor Review, August 1964, pp. 873-881. Contains statistical tables.

The propensity to migrate varies according to labour force status, age, family head status, colour and occupation. The extent to which unemployed workers pull up stakes and move to another community, and how this compares with the geographic movement of the employed, is covered in this article on labour statistics dealing with men 18 to 64 years old.

125. Sagi, Philip C., Westoff, Charles A., Bresslev, Marvin. "The Concept of Social Mobility: An Empirical Inquiry," American Sociological Review, June 1960, pp. 375-385. Contains statistical tables.

See #11.

126. Sauvy, Alfred. "Some Aspects of the International Migration Problem," International Labour Review, Volume 58, July-December, 1948, pp. 18-37. Contains one statistical table.

This article discusses the problems involved in the international migration of workers. The author emphasizes the necessity of international action for a solution of these problems.

127. Shister, Joseph and Reynolds, Lloyd G. Job Horizons (Harper & Brothers, New York, 1949). 102 pp. Contains statistical tables.

See #117.



128. Shister, Joseph. "Labor Mobility: Some Institutional Aspects,"  
Proceedings of the Third Annual Meeting of the Industrial  
Relations Research Association, 1950, pp. 42-59.

This paper is concerned with certain facets of horizontal mobility. It analyzes these facets in relation to the following institutional forces: trade-unionism, the government, management, and employment opportunities.

129. Shultz, George P. "Recent Research on Labor Mobility," Proceedings  
of the Fourth Annual Meeting of the Industrial Relations Research  
Association, 1951, pp. 110-119.

Three questions arise: How do workers find their jobs? What do they know about the jobs they take and about other job openings in the community? What factors make a job attractive?

Broadly speaking, one can think of movement from one job to another in terms of changes of occupation, industry, employer, and/or geographical location. Regarding voluntary vs. involuntary job changes, the amount of voluntary movement has been dependent primarily upon the existence of job opportunity. Research on local labour markets discloses the nature of the imperfections and the characteristics of the markets, as the worker sees them. Despite his fragmentary knowledge and methods that seem unsystematic, the working man appears to be a fairly rational man reacting in his own self-interests to the environment, as he sees it.

130. Soble, Irvin and Wilcock, Richard C. Small City Job Markets  
(University of Illinois, 1958). 170 pp. Contains statistical  
tables.

The studies examine the labour market decisions of both employers and workers in five midwestern labour market areas and investigate particularly the process whereby local labour forces adjust in size in response to changes in the demand for labour.

131. "Some Aspects of the International Migration of Families," Inter-  
national Labour Review, January 1961, pp. 64-86.

The article draws attention to current trends of opinion concerning family migration and to some of the factors which influence government policy in this respect. It describes post-war steps to facilitate the migration of family groups or to reunite families separated by migration.

132. Somers, Gerald. "Labor Recruitment in a Depressed Rural Area," Monthly Labor Review, October 1958, pp. 1113-1120. Contains statistical tables and a chart.

This article discusses the labour mobility surrounding a new plant in a depressed rural area. Specifically, it includes an analysis of the work force available to a large aluminum rolling mill established by the Kaiser Aluminum and Chemical Corporation in a depressed rural area in Jackson County, W. Virginia.

133. Stein, Robert L. "Unemployment and Job Mobility," Monthly Labor Review, April 1960, pp. 350-358. Contains statistical tables and charts.

This article analyzes job mobility in relation to unemployment, both as cause and effect using data derived from a retabulation of information from a Census Bureau survey for 1955. The focus of the analysis is on the total number of different workers who changed jobs during the year rather than on the total number of job shifts, as in the original study.

134. Swerdloff, Sol. "Worker Mobility in Three Skilled Occupations," Monthly Labor Review, July 1955, pp. 772-775.

Recent Bureau of Labor Statistics mobility studies of tool and die makers, foundry moulders and electronic technicians show that skilled workers, after learning their trade, very seldom change their occupation. The flexibility of the American skilled worker is demonstrated, however, by the fact that a sizable minority of workers were willing to change employers and even geographical location, and that workers while continuing to work in their skill specialty were able to move freely among employers regardless of industry or type of plant.

135. Thole, Henry C. Shortages of Skilled Manpower (The W.E. Upjohn Institute for Community Research, January 1958). 55 pp. Contains statistical tables. Discusses labour turnover.

This is a study which points out the lack of skilled workers, especially skilled machine operators in Kalamazoo. This shortage is a serious threat to further expansion of firms in the area.

136. Thompson, Samuel H., and Gegan, Vincent F. "Worker Mobility in a Labor Surplus Area," Monthly Labor Review, December 1957, pp. 1451-1456. Contains statistical tables.

See #47.

137. Tripp, Reed L. "The Impact of Industry and Labor Mobility on Industrial Relations," Proceedings of Sixth Annual Meeting of Industrial Relations Research Association, December 1953, pp. 226-232.

The specific collective bargaining experience in the Paducah area of Western Kentucky at the Atomic Energy Commission's billion dollar construction project is discussed. A research team studied the economic history of the area, prior work experience and background of the labour force, the history and structure of unionism there, and the economic characteristics, structure and organization of industry in the area.

138. Ulman, Lloyd. "Labor Mobility and the Industrial Wage Structure in the Postwar United States," Quarterly Journal of Economics, February 1965, pp. 73-97. Contains statistical tables.

The proposition explored in this paper is that certain characteristics of individual and institutional behaviour have tended to prevent the industrial wage structure from efficiently allocating labour - especially production labour, among industries, except in response to major changes in conditions of demand or supply.

139. U.S. Department of Labor. Manpower Report of the President and A Report on Manpower Requirements, Resources, Utilization and Training (U.S. Government Printing Office, Washington, March 1964). 279 pp. Contains statistical tables and charts.

Lyndon Johnson states that a fundamental objective of the United States is to assure all Americans full and fair opportunity to develop and apply their maximum productive and earning potential. This study will provide the Nation and the Congress with basic information with respect to the Nation's manpower and training needs, present and future, and the steps necessary to meet them.

140. U.S. Department of Labor. Office of Manpower, Automation and Training. Occupational Mobility through MDTA Training (U.S. Department of Labor, Washington, March 1964). 9 pp. Contains six charts.

This report evaluates the extent to which training programs established under the Manpower Development and Training Act of 1962 are meeting the needs of unemployed or underemployed persons by contributing to their occupational mobility.



141. United States Senate. Hearings before the Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, United States Senate (United States Government Printing Office, Washington, June 1960). 117 pp. Contains charts.

The subcommittee hoped at these hearings to obtain testimony in order to acquire the perspective for evaluating the manpower problems of the 1960's. It also sought guidance with respect to the role of the Federal Government in influencing the development and utilization of the Nation's manpower resources and in providing the climate in which the individual can derive satisfaction from his or her work and can realize to the fullest his unique potentiality.

142. "Wages and Labour Mobility," Organization for Economic Cooperation and Development, Paris, 1965, 258 pp. Includes statistical tables.

This is an empirical study of the relation between wages and industrial mobility in all O.E.C.D. member countries. The main finding was that over the last ten or fifteen years, changes in earning differentials have not in practice been a factor of major importance in the big shifts that have taken place in employment between industries, occupations and regions. There are indications, however, that at least in certain sectors, the Canadian labour market may have been more responsive to changes in wage differentials than that of other countries studied. On the whole, the financial motivation for mobility appears to be weaker than one might expect.

143. Waingler, E. "Job-Jumpers Busy," Financial Post, February 15, 1964, p. 24.

This article discusses an O.E.C.D. report on the decline in farm population and the increase in people engaged in service industries in the period 1950-1962.

		1950	1962
Farm population	West Germany	24.7%	13.5%
	Canada	22.9%	12.1%
	The Netherlands	14.3%	9.0%
	U.S.	13.5%	8.5%
	Britain	5.6%	4.0%
Service Sector	West Germany	32.5%	37.5%
	Canada	41.6%	53.2%
	Belgium	42.0%	46.6%
	U.S.	52.4%	58.6%
	Britain	46.7%	47.9%

144. Westoff, Charles F., Bressley, Marvin, Sagi, Philip C. "The Concept of Social Mobility: An Empirical Inquiry," American Sociological Review, June 1960, pp. 375-385. Contains statistical tables.

See #11.

145. "What Makes Workers Migrate?" Business Week, October 3, 1964, p. 61.

This is a review of a study done by the U.S. Labor Department's Bureau of Labor Statistics. See #124. That article was written by Samuel Saben.

146. "Why Workers Hate to Change Jobs," Business Week, June 6, 1959, pp. 83-86.

Mobility in U.S. industry is declining. Thus an historic strongpoint of American industry is weakening. Private pension plans are partly causing reduced mobility. Younger, more mobile workers are becoming a smaller percentage of the labour force. As pensions become portable, through the vesting of pension rights, mobility will increase. Early retirement from physically demanding jobs allows a switch to lighter work. The surge of young people into the labour force in the next few years will increase mobility.

147. Wilcock, Richard C., and Soble, Irvin. Small City Job Markets (University of Illinois, 1958). 170 pp. Contains statistical tables.

See #130.

148. Wilcock, Richard C., Brainerd, Carol P., Herman, Mary W., Parnes, Herbert S., Palmer, Gladys L. The Reluctant Job Changer (University of Pennsylvania Press, 1962). 225 pp.

See #9.

149. Wolfbein, Seymour L. "The Changing Geography of American Industry," Proceedings of Sixth Annual Meeting of Industrial Relations Research Association, 1953, pp. 202-214. Contains statistical tables.

In 1953 the Bureau of Labor Statistics made available its estimates of employment in the non-agricultural segment of the economy in a continuous series beginning with 1939 for the U.S. as a whole and for every state classified by industry. Data are available for about 100 major labour market areas. This paper is limited to the presentation of the basic data and a few analytical tables and summary statements which are intended to touch upon some of the basic trends shown by the figures.

150. Woods, H.D., and Ostry, Sylvia. Labour Policy and Labour Economics in Canada (Macmillan of Canada, Toronto, 1962). 534 pp.

See #102.

151. Yasuda, Saburo. "A Methodological Inquiry into Social Mobility,"  
American Sociological Review, February 1964, pp. 16-23.  
Contains regular tables and mathematical tables.

This article contributes three points to the methodology of social mobility: (1) The index of association which is widely used to measure the degree of association between the statuses of two generations is shown to be invalid, and a new index is presented. (2) It is misleading to compare the subject's present job with his father's main job. The author proposes to compare the subject's first job with the job held by his father at the time the subject began his career. (3) Inter-generational mobility can be measured from the viewpoint of the father as well as the son; the former gives a different picture, based on the same data.









